

ATTACHMENT (3)

RECRUITMENT PROBLEM

1. It was learned on Monday that a new approach to the recruitment of JOT's has been adopted for the NSA testing to be held 1 December 1957. In order to cover as many of the approximately 180 cooperating colleges and universities, nine recruiters will attempt to work in a hoped for 75 institutions during the approximately five weeks available to them. In order to accomplish this task, the recruiters will be forced to reduce the time of each interview to a minimum so that there will be little opportunity for recruiters to screen the candidates.

2. After discussing the effects of this approach with several recruiters, Chief/JOTP views the possible consequences with considerable concern. He fears that clogging the pipe lines of the Medical, JOTP, and Security Offices with improperly screened candidates can have such an adverse effect on the final recruitment result that the anticipated gains we have worked to achieve will be lost. We know that during the past recruiting season at least 35 to 40 of the total 100 acceptable candidates were lost because of delays in arranging medical appointments and security processing. It will not facilitate the contemplated expansion of the Program to bring to Headquarters candidates who are not truly interested in the JOTP or who would not normally be recommended by the recruiters. Time is the critical element, and we cannot afford to spend it on unqualified candidates. Furthermore, to automatically eliminate from consideration on the basis of test results and file without a considered report from recruiters would deprive us of some very good candidates. Chief/JOTP immediately made these opinions known to Chief/PPD and Chief/SRB/PPD and the matter now lies in their hands.

3. It is also worth reporting that the "Volunteer Program" in which members of DD/P will return to their colleges to speak on CIA has been postponed until the first of the year.

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